

**Email:** [Luella.Nelson@NAArb.Org](mailto:Luella.Nelson@NAArb.Org)

**Present Occupation:** Arbitrator, Mediator, Factfinder, Special Master

**First Business Address:**

4306 NE Mason Street  
Portland, OR 97218-1737  
Phone: (503) 281-8343  
Fax: (503) 281-8493

**Second Business Address:**

PMB 159, 4096 Piedmont Avenue  
Oakland, CA 94611-5221  
Phone: (510) 658-4959  
Fax: (510) 658-9423

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators	American Bar Association	Labor & Employment Relations Assn
Association for Conflict Resolution	Oregon State Bar	Bar Association of San Francisco
Professional Organization of Women	State Bar of California	Multnomah Bar Association
in Employment Relations	Oregon Women Lawyers	Coll of Labor & Employment Lawyers

**EDUCATION:**

JD	Law	Harvard Law School, 1976
BS <i>cum laude</i>	Economics and Political Science	Macalester College, 1973

**CERTIFICATIONS:**

Law	Oregon	1976
Law	California	1983

**ARBITRATION/MEDIATION/LABOR RELATIONS EXPERIENCE:**

**1986-Present:** Arbitrator, Mediator, Factfinder, Special Master. Primarily labor and employment cases (see industries and issues below) from panels (see list below), rosters (see list below) and ad hoc appointments

**2003-2004:** Member, Oregon Employment Relations Board.

**1981-86:** Field Attorney, National Labor Relations Board (Oakland, CA). Investigated unfair labor practice and representation cases; litigated and settled unfair labor practices; held elections and hearings.

**1976-81:** Counsel and Senior Counsel, NLRB (Washington, DC). Drafted decisions, dissents, and speeches for Board Member; investigated internal EEO charges; bargaining committee and shop steward, NLRBPA.

**Summer 1975:** Hearing Officer, UMW Health & Retirement Funds. Counseled pension applicants; investigated appeals of pension denials; conducted eligibility hearings; made eligibility determinations.

**1972-73:** New York City Urban Fellow, City Commission on Human Rights. Investigated charges of discrimination in employment, housing, public accommodations; drafted recruitment guidelines for architecture schools and reorganization plan for Commission staff; organized hearings on Vietnam-era veterans.

**INDUSTRIES:**

Aerospace, Agriculture, Airlines, Automotive, Bakery, Cement, Cemetery, Chemicals, Communications, Education, Federal Sector Grievance, Feed & Fertilizer, Food (Manufacturing/Processing/Service), Grain Mill, Health Care, Hotel/Restaurant, Hospitals/Nursing Homes, Insurance, Local Government, Manufacturing Misc., Maritime, Meat Packing, Nuclear Energy, Organizations, Packaging, Paint & Varnish, Plastics, Police & Fire, Printing & Publishing, Prison Guard, Private/Public Sector Interest, Public Sector Grievance, Pulp & Paper, Retail, Services, Transportation, Trucking & Storage, Utilities, Warehousing

**ISSUES:**

Absenteeism, Affirmative Action, Arbitrability, AWOL, Bargaining Unit Work, Benefits Denial, Conduct (Off Duty/Personal), Contracting Out, Demotion, Discharge, Discipline, Discrimination, Drug/Alcohol Offenses, Fair Share Fee, Fringe Benefits, Grievance Mediation, Health and Welfare, Insubordination, Job

Evaluation, Job Posting/Bidding, Layoff/Bumping/Recall, Management Rights, Mergers/ Consolidation etc., New/Reopened Contract Terms, Official Time, Past Practices, Pension, Performance Appraisals, Private Sector Interest, Promotions, Public Sector Grievance/ Interest, Reassignment, Reduction in Force, Report/Call-in/Call-Back, Safety, Seniority, Sexual Harassment, Sick Leave, Subcontracting, Successorship, Tenure/Reappointment, Training, Transfer, Union Business, Union Security, Violence or Threats, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Work Performance, Working Conditions

**PERMANENT PANELS:**

Pac Bell/CWA; Simpson Paper/UPIU; State of Alaska/ASEA, AFSCME 52; State of Alaska/LT&C, Public Ees 71; Santa Clara County/SEIU 715; East Bay Hospitality Ind Assn/HERE 28; Parc Oakland Hotel/HERE 28; Santa Clara Hospitality Ind Assn/HERE 19; IRS/NTEU; BART/ATU; AC Transit/ATU 192; CTA/Cal Assoc Staff; UC/UPTE; UC/AFT; CSU/CFA; SamTrans/ATU 1574; FAA/NATCA; USDA FSIS/AFGE; US Dept of Homeland Security/AFGE

**ARBITRATION ROSTERS:**

FMCS; NMB; USA&M; AAA; Oregon ERB; Wash PERC and MEC; Cal M&CS and PERB; Los Angeles City ERB; Montana Bd of Personnel Appeals; Nevada Labor Comm'r; USDC, Northern Cal, Federal Panel; Office of Senate Fair Employment Practices; North American Agreement on Labor Cooperation

**PUBLISHED CASES:**

101 LA 46 (1993); 98 LA 1056 (1992); 97 LA 976 (1991); 92 LA 116 (1988)  
95-1 ARB ¶5088 (1994); 94-2 ARB ¶4494 (1994); 93-1 ARB ¶3170 (1993); 92-1 ARB ¶8215 (1992); 91-2 ARB ¶8619 (1991); 90-1 ARB ¶8582 (1990); 89-1 ARB ¶8202 (1989); 88-1 ARB ¶8230 (1988)

**SIGNIFICANT PUBLICATIONS:**

Contributor to *Discipline and Discharge in Arbitration* (BNA, 1998; 2000 supplement), and *The Developing Labor Law: the Board, the Courts, and the National Labor Relations Act*, Third Edition (BNA, 1992)

**FEES:**

**Grievance Arbitration:** \$1,400 per day for hearing, research, analysis, and preparation of opinion and award. A hearing day is any portion of a day up to 8 hours. A day for research, analysis, and preparation of opinion and award is 4 to 8 hours; 1 to 4 hours are charged at half-day rates. No fee for the first hour of pre-hearing telephone conferences. All other time spent on pre- and post-hearing matters (e.g., telephone conferences, motions, review of documents accompanying motions, analysis and preparation of rulings) billed at an hourly rate of \$250.

**Interest Arbitration, Mediation, Special Master, and Non-Labor (Employment) Arbitration:** \$450 per hour for all time spent (except first hour of pre-hearing or pre-mediation telephone conferences), with 4-hour minimum fee for each hearing or mediation session.

**Travel:** \$1,400 per day for grievance arbitration if one-way travel time from nearest office exceeds 4 hours. For all other services, \$150 per hour if one-way travel time from nearest office exceeds 2 hours.

**Expenses:** Actual cost for transportation, food, lodging, and incidental expenses. Mileage at 50¢/mile.

**Cancellation Policy:** If a hearing or mediation session is postponed or canceled within 28 days of the first scheduled day, per diem or 4-hour minimum, as applicable from above, for each scheduled day is charged unless the parties substitute another matter for the same day(s). For matters scheduled for 5 or more hearing days or mediation sessions, cancellation fee applies to scheduled day(s) removed from calendar at any time.

**Billing Policy:** Interim bills for fees and expenses after any hearing or mediation session lasting multiple days, between and after non-consecutive days on the same matter, and after days requiring air travel. Simple interest at 1.5% per month (18% per annum) may be added to accounts remaining unpaid after 30 days.

**This is the Complete Detailed Fee Schedule**